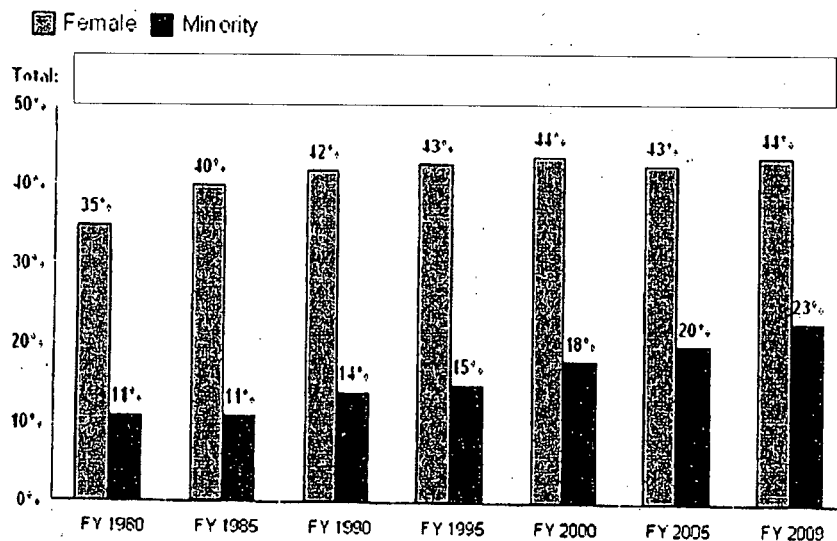


## WORKFORCE TRENDS 1980—2009

### COMPOSITION

Over the last thirty years, the Agency has made significant progress in diversifying the workforce. Female representation in the Agency has grown steadily with the percentage of females increasing from 35% in 1980 to 44%—close to the 2005 Civilian Labor Force (CLF) benchmark of 46%—in 2009. The number of minorities in the workplace has also increased, more than doubling from 11% in 1980 to 23% in 2009. While achieving progress, minority representation still falls short of the CLF goal of 27%.

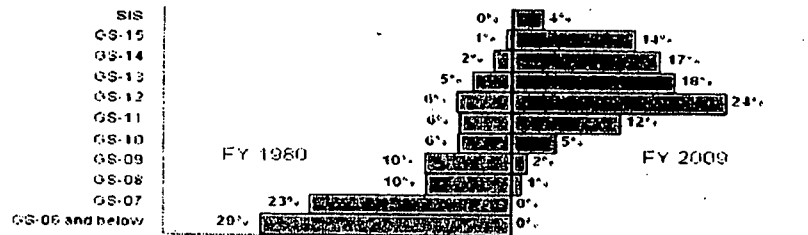
**Workforce Evolution Profile: Agency Workforce Since 1980**



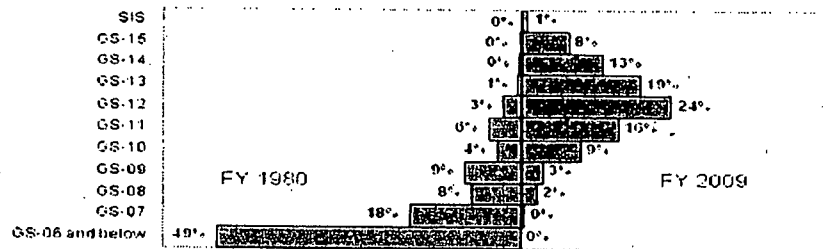
## GRADE DISTRIBUTION

Women and minorities also have achieved greater representation at GS13 and above during the last 30 years.

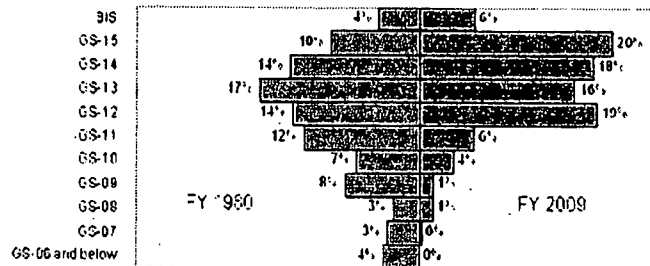
**Non-minority female** representation in grades GS13-GS15 rose from 10% in 1980 to 50% in 2009. Non-minority females at GS13 through GS15 experienced the greatest increase from FY1990-FY2000.



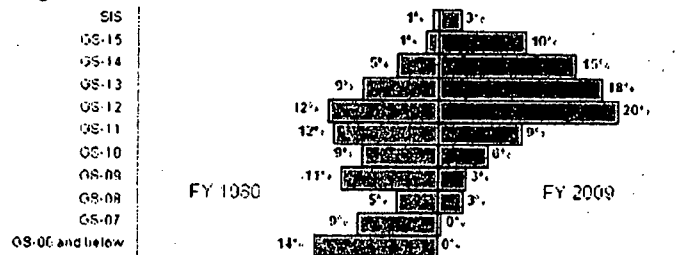
**Minority female** representation in grades GS13-GS15 grew from 2% in 1980 to 40% in 2009. Minority females achieved the most significant gains at GS11 through GS14 from FY1990-FY2000.



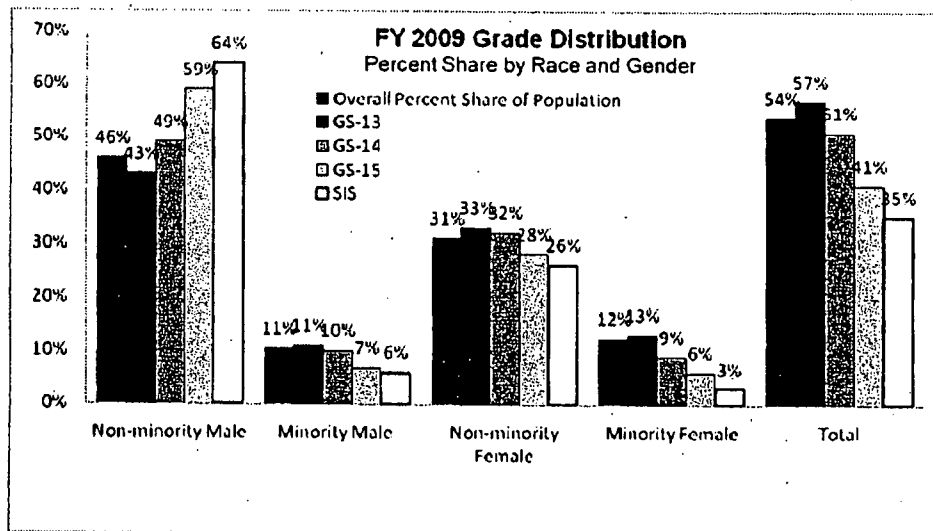
**Non-minority male** representation in grades GS13-GS15 increased from 45% in 1980 to 60% in 2009. Non-minority males have maintained a steady presence at all grade levels from FY1980 through FY2008 with a marked increase at GS15 between FY1990 and FY2000.



Minority male representation in grades GS13-GS15 increased from 16% in 1980 to 46% in 2009. Minority males, with the exception of GS14 in FY2000, made steady but less dramatic progress at higher grades than females since FY1980.



Despite these steady gains, non-minority females and minorities, relative to their overall share of the Agency population, remain underrepresented at GS14 and above. Minorities, particularly female minorities, have the most marked disparity. Non-minority females have exceeded their percentage of the population at GS14 and are beginning to close the gap at GS15 and SIS. With the exception of GS13, non-minority males surpassed their percentage of the population at all levels. Nonetheless, the presence of non-minority males at GS14 and above has actually decreased, declining three to four percentage points since FY2005.



FY 2009